

The

TRANSFORMER

Supporting and Celebrating the Facilitators of AVP Workshops

**A Taste of 2011
AVP-USA Annual Conference**

In This Issue

Soft Landing, Scholarships and Support! —Oh My **1**

Truth, Race, Community: Keynote Address **3**

Discerning My Commitment!.. **4**

Working with the Prison **5**

Getting to Know People Who Were in Prison **5**

Best Ideas from the Conference **5**

“Take Home” Specifics:
 New Approaches to
 Community Workshops **6**
 TP Mandala **6**
 SocioDrama **6**
 Making Advanced Workshops Easier..... **6**

Order Form **7**

How Do You Get Into or Out Of A Volunteer Position? **8**

Let’s Talk about Naming... .. **9**

My Life... .. **10**

Wake-up Call **10**

Exercise:
 Who Could Be Here? **11**

Soft Landing, Scholarships and Support – Oh My!

By *Lucky Lindsay*

As a formerly incarcerated immigrant woman and newly sober, my circle of support

are often out of reach and prevent us from being an active part of AVP on the outside. My local council took care of



Conferences challenge us to reach out.

was limited when I was released. It was up to me to seek out a healthy community who would understand and accept me. I was, after all, changing everything about my life—where I lived, who I associated with, how I supported myself and what activities I participated in. Luckily, I was introduced to AVP soon after my release, and I quickly participated in all the workshops offered and became a facilitator within a year.

Being welcomed into the AVP community by my local council made for such a soft landing. Aside from the warm and friendly introductions and conversations, I was welcomed with copies of manuals, offered rides to workshops and even treated for dinner to debrief with the team after a community workshop. These may seem like small things, but to me they made such a difference in helping me feel welcomed. For someone struggling with all the financial burdens we face after incarceration, these “small” things

these things without thinking twice, saving me the subtle shame of admitting I can’t even afford a subway ticket.

Living in the Bay Area but being Canadian, I knew the day would come when I would have to go back to Canada to seek employment as my record prevented me

from working in the United States. As soon as I set the date for my move, my local council went into action trying to make connections for me with AVP Canada. They suggested that a good place for me to network would be the National Conference. I was honored that my local council encouraged me to apply for a scholarship to attend the conference, and I was even more elated to find out I had been granted one. While at the conference, I was introduced to an incredible crowd of fellow facilitators from across the country and the world. I met E-Z Ethan from Eugene, OR who invited me to have breakfast with him on my drive from San Francisco to Canada. I already had a fellow facilitator offer to drive with me from San Francisco to Canada, and now we had a place to stop along the way for a familiar face and a warm meal. Once in Canada, I had welcome emails waiting for me from the local AVPers with invitations



Continued on page 2

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Continued from page 1

Soft Landing...

to mini-workshops, BBQs and dinners. The hand-off from one local council to another was seamless, and I felt fully supported.

AVP has done so much for me and my self-esteem. I have felt truly valued for who I am as a person and what I have to contribute. On my end of things, I haven't been afraid to ask for what I need or to pitch in where I can. Now that I'm back on my feet, gainfully employed and settled into life after jail, I am giving back. I truly believe in the concept of "paying it forward." Someone once told me in jail that what you put out into the world, you get back tenfold. As I've changed my life, I've noticed how this is true for the good things as well as the bad. I am on the Communications and the Re-Entry Committees for AVP USA and an active member in my local council here in Canada. I have invited a California AVPer to our mini workshop and will be making introductions while she is here on holiday in Vancouver. And I invite anyone who is in the Vancouver area to



Meeting new facilitators, catching up with old friends.

drop me a line, and I'll do my best to make you feel welcome as so many of you have done for me.

*Lucky Lindsay
boondali@gmail.com*

For those who attended the conference, you will remember Lindsay as the blond woman who stood up during the talent show and challenged the group to donate to scholarships to the International Gathering. She collected enough to fly at least one attendee from Africa to Guatemala. What a moment!!



Quotes from the AVP/USA Conference 2011

From this conference: I received a good sense of the global structure of AVP.



Truth-telling, Racism, Building Communities: Keynote Speaker Laura Magnani

(Summary by Nancy Shippen and Jamie Folk)

One of the most commonly mentioned, valuable experiences in the 2011 AVP/USA Conference was hearing Laura Magnani, Interim Regional Director for the American Friends Service Committee, Pacific Mountain Region. She is author of America's First Penitentiary: A Two Hundred Year Old Failure (2000) and Beyond Prisons: A New Interfaith Paradigm for Our Failed Prison System (2006) that analyzes the racial, social and economic underpinnings of the criminal justice system and explores new models of justice. She is a Quaker and is a member of the Berkeley Friends Meeting.

Community is a large part of the new paradigms. Building communities means working with diverse groups and bringing them together as one. Can AVP do more to create support groups to help make survival possible? We



Laura Magnani challenges AVP to speak truth.

Hard truths

The first hard truth is racism. African Americans are incarcerated in the U.S. at a rate 8 times higher than existed in South Africa at the height of apartheid. The American criminal justice system is used as a new form of discrimination. Federal funding requires law enforcement to focus on drug users. As a result, 5.3 million Americans are denied the right to vote.

The second hard truth is the

"Laura Magnani's keynote address, the California prison panel with Pat, George and Kenya, and Fred and Carolyn's breakout session about the Public Model of Violence Prevention all served to raise my consciousness about viewing violence, like addiction, as an ailment that needs treatment, not punishment. My vision of AVP's possibilities got a lot bigger in three days."

Reliable Rick, AVP Nevada

intensification of incarceration. The punishment model moves in one direction—toward harsher punishment. More than 14,000 California inmates are in solitary confinement, which is also done along racial lines.

New paradigms
The first step is truth telling and identifying the truth of the prison system. The second step is an apology, followed by steps to make the situation right. Forgiveness has almost left our society; that is part of the problem.

need to: 1) test whether the alternative communities we are creating are actually something new or just an add-on to the norm of society, 2) move toward greater inclusion and restorative justice and 3) identify different truth and justice experiments to change our current system.

It is important that we name abusive conditions we see in an institution to prevent normalization of abuse from setting in. The next step is to link this work to a larger social movement. To be proved true, violence need only occur once; the occurrence of good requires repetition. Educating ourselves is important, and there are resources for that; but we must not underestimate the power of the stories we see happening in our workshops.

Education resources include: curbprisonspending.org, prisonlaw.com, reentrypolicy.org and sentencingproject.org. Yes! Magazine (Summer 2011 issue)

Natural Nancy Shippen (MA) and Jolly Jamie Folk (MA) wrote a daily e-newsletter during the conference; these are their observations. Find the rest of these at www.avpusa.org/annual11.html



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Quotes from the AVP/USA Conference 2011

"AVP still rocks my world and helps me stay well in an insane world!"

joy@kpfa.org





Discerning My Commitment!

By Kary Shender

There appears to be no limit to violence in the world these days, from the streets of London to the economic violence carried out in legislatures across the United States. What a relief, then, to attend the National Gathering of the Alternatives to Violence Project—an oasis filled with people dedicated to studying creative ways to bring people together to resolve differences!

This was my first National Gathering, and I won't attend annually because it is ever more obvious to me that I must make economic choices as well as choices regarding the use of my time. AVP has taught me that lesson. Where I always had been fairly frugal, now I know a different kind of frugality—one having to do with discernment. Is it better for me to attend every AVP event or to support others who might not otherwise be able to attend? Is it best for me to use my time to attend everything I can or sometimes best that I remain at home, reading or writing about prison issues? I figure I have a quarter century of time left to me. How will I choose to use that 25 years?

At the Gathering, we had a meeting of those interested in re-entry issues. Aply led by Toby Laverty, we listed concerns, including but not limited to jobs, housing, clothing, social interaction. Then we talked about how to address these concerns. One wise woman, Barbara, said, "I am an excellent AVP trainer." What she was saying was she had found her strength and her leading within the AVP community and she was NOT going to dilute that by getting involved in housing or job issues, even though she recognized those as serious issues.

I heard her message. I believe that each of us must take great care be cautious and discerning, --about how we use our time and personal resources. We also need to integrate

our AVP commitments into what we know globally; for example, whether it is reasonable to use airplane fuel to attend an event or travel the length of a state to do a workshop (in my case, from the Sacramento area to San Diego to facilitate in Spanish). The decision NOT to attend the International AVP Gathering was a tough one for me because I know that I would meet remarkable people there and learn much. For this time, though, it is best that AVPers from other continents be supported to attend.

I say this because I believe the attendance of people from other continents is vital and I feel I have much work to do here. In the Sacramento to San Francisco corridor, we have increasing gang activity and we, like all other cities, also have had depressing cuts to critical social services. When in Salinas (Monterey County, California) where I lived for 30 years, I watched the gang violence increase in proportion to the city cuts in library, recreation and education services. As we face these economic crises on all levels of government, it is my leaning to work harder at understanding and mitigating the impact of these social disasters.

The overall effect of the National Gathering for me was one of a renewed commitment to facing responsibility after having identified and focused on it. I have Barbara's frank comment and Toby's practiced, humorous and firm leadership to thank for that. An oasis, after all, is a temporary refuge—a place for refreshment and planning for the next steps of one's journey. Thank you, AVP National Gathering, for providing that nourishment—and that impetus!

Kary Shender, Captivated Kary, has been facilitating AVP workshops in Spanish and English in California since 2005.



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We welcome your local group (prison or community) creating the theme and copy for a future newsletter. We need your local group to sign up for future issues. It's a great opportunity!! You write the copy, provide the art, and we edit and lay it out. All copy needs to be received electronically.

Upcoming issues:

- Winter 2011: Finding your successor
- Spring 2012: Available for your group
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Please contact avppat@gmail.com or send a letter to AVP Transformer, P.O. Box 3294, Santa Barbara, CA 93130.



Quotes from the AVP/USA Conference 2011

"I left feeling re-energized and ready to tackle another year, both in prison and in the community."
"Daring" Diana Couch



Working with the prison

Observations from attendees of a panel of the California Department of Corrections and Rehabilitation's Director of Adult Institutions ("boss of the wardens") Juggling George Giurbino and Prison School Principal Kind Kenya Williams as well as AVP/California's Playful Pat: Keep building relationships with prison staff, managers and wardens; and remember that all PR is essentially about cultivating relationships, within and beyond workshops, councils and the communities they derive from.

Win over the warden's heart and get his/her ear! George's advice: Don't get frustrated, don't compromise your integrity and be persistent.

Kenya said to find a "worker bee" at each institution to be your contact person and help you negotiate the prison culture. Start your AVP program with inside leaders of every race. They will then sell the program to their groups.



Kenya, Pat and George speak on CA prisons

Best ideas from the conference:

- ⊙ Try Sociodrama instead of Role Plays.
- ⊙ All PR is essentially about cultivating relationships, within and beyond workshops, councils and the communities they derive from.
- ⊙ It will be good for me to be more engaged.
- ⊙ We need to do more on re-entry.



Former prisoners take an active role in program. Gregarious Greg

Quotes from the AVP/USA Conference 2011

"Get more involved. This is a powerful, inspiring organization. The work we do matters!"

Getting to know people who were in prison

Formerly incarcerated participants made up 25% of the conference

Observations from attendees evaluations:

"The highlight for me was:

"Hearing the success stories from the formerly incarcerated AVPers"

"Seeing so many former inmates involved and becoming involved in AVPUSA"

"Meeting other formerly incarcerated facilitators who were there on scholarships."

"See and hearing from so many ex-felons who continue with AVP"

"Meeting new people and seeing old friends. The diversity of the crowd exceeded my expectations!

"I enjoyed having a newly released facilitator along with us and watching his experiences. He said he never felt so comfortable as he did when around the AVP facilitators at the conference."

"Formerly incarcerated people need to be made more welcome and included more. AVP does face some class challenges."



Now or Never Nurideen and Courageous Cheryl share ideas.

- ⊙ Be aware of the boxes you've lived in, change the boxes that were chosen for you and see what it's like to be in a different box.
- ⊙ From the all-day workshop on Gender Values came a better realization of the ways in which our cultural patterns force us into molds with a vast variety of sexual/male-female roles/attitudes that often don't fit us.
- ⊙ AVP facilitation tools can make any subject engaging, relevant and fun
- ⊙ Don't try an exercise until you have seen someone else do it.

“Take home” from the conference

Attendees wrote that they took the following home:

New approaches to Community Workshops included:

- ▷ “Ways to engage diversity”: See two articles on recruiting “minorities” at: <http://avppr.wikispaces.com/How+to#> or for those receiving the electronic edition, they are attached.
- ▷ “Plan and locate community workshops more strategically.”
- ▷ “Include an ex-offender as a co-facilitator in any community workshop. This will help community members understand that most offenders are not (and never were) monsters and they can be safely and productively re-integrated into the community.” “I am constantly struck by community members who see ex-offenders as dangerous, or monsters. People fear what they don’t know. If they meet ex-offenders in a workshop setting, they will see they are people just like you and me. They will see the way to ransom human resources from incarceration is to recognize and acknowledge their value and what we can learn from them.”
- ▷ “Involve grads of the Basic Workshop to be a Steering Committee for recruiting and organizing for future workshops. Don’t need to be a facilitator to be a’doin’ that...”
- ▷ “Visualization exercises and role plays could be a good tool for our local steering committee to participate in to find new ways to think about attracting people to community workshops.” (See Exercise “Who Should Be Here?”)

“I felt motivated to take on the challenge of community workshops, which before I felt I could not do. I am feeling out resources in my community that might support community workshops. I have made a tentative contact with potential facilitators who might help with any workshops we might plan.”

TP Mandala

My “take home” from the Gathering was a large, laminated multi-color TP mandala that comes apart into its components. I bought it from Marge Schlitt, AVP Nebraska. It came in a giant padded envelope, along with a copy of instructions for using it in the TP exercise: break the large group into five small groups, hand one arc-shaped piece to each small group and have each present some ideas on how their component could help prevent violence. Then have them assemble it on the floor and add the central “Transforming Power” piece, which you’ve held back. Stick the assemblage up on a wall, along with other words or phrases written on rectangular pieces that can be like rays.

I co-facilitated a Basic a few weeks later, and our team used it and liked it. The following week, as it happened, we had our sort-of-annual, all-day facilitators’ meeting for those inside and outside the prison. For many reasons, it was the best annual meeting we’ve ever had. One highlight was Keen Khairi from the previous week’s team presenting the new mandala. (The inside guys had been saying, “We want to see something you learned from the conference,” and here it was!) The week after that was another Basic, and I heard additional rave reviews from them.

Some of our facilitators have told me they were always intimidated by the mandala and never knew how to deal with it; this exercise makes it all make sense. I highly recommend it to any AVP program. You can get it by sending \$25 to Marge Schlitt, 2600 “C” Street, Lincoln NE 68502. The money goes to support AVP Nebraska--it’s their fundraiser instead of t-shirts or garage sales. It barely covers the cost of production and shipping but does leave a little left over. Marge says it may be a while before she fills your order because she’ll wait to do a big batch of 20 or so, but have patience.

And that’s my “take home.” Valentine Doyle, Hartford CT

New things to try

I returned to Santa Rosa eager to try Sociodrama in lieu of role plays. (See Summer 2011, www.TheTransformer.US) The truth is that after using that technique in two different workshops, I’m not sure I prefer it to role plays. It may be my lack of expertise. Regardless, it was stimulating to try something different, which did not detract from the workshop experience for the participants.

The other participants in **Making Advanced Workshops Easier** stimulated new ways of looking at Advanced Workshops. The participants had lively discussions about the value of Advanced Workshops--does the topic matter? Isn’t the process what is most important? One area does twice as many Advanced Workshops as Basics! Another area does a one-day Advanced. I’m interested in trying an Advanced with the topic determined prior to the workshop. Suggestions for such topics were re-entry, bullying, racism, forgiveness and anger.

The **Practicing What We Preach** workshop gave and elicited many helpful ways of working as a group and/or a local council. It was a needed reminder to use active listening and third-party intervention, set aside time to talk, approach with respect, risk being honest, clarify values, use “I” messages.

I would attend these workshops again! *Sensitive Suzy, CA*



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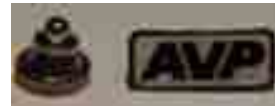
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How do you get out of or into a volunteer position?

Finding someone to take over one's present position is often all-too-often the topic of conversation at a national conference. No matter what your role in AVP is at this point in time, I will bet that someday you would like to try something different. That might be retiring as a committee chair or it might being a lead facilitator. Change for an organization is healthy even if difficult or uncomfortable to implement, so set your "retirement" and/or promotion date at least in your own mind to ease this transition.

State your intention

Whatever it is, first you must admit to yourself and to others what you wish to do. If you want to quit being the prison coordinator, tell others so the opportunity is out there for others to step in. As long as you are in the job and making no signs of getting out of it, no one will step in and say "I would like to try that." Many organizations have terms of office and "chairs" in preparation for the office, so this stating of intention is not such a big deal as it is in AVP.

If no one knows that you are interested in the position then most likely you won't be trained or considered for it. Even if the present person doesn't consider you are ready now, quite possibly you can open his/her eyes to you as someone who could do it down the road.

Just saying that you are no longer going to do this job after a set date, puts the group on alert, but is it really fair for them to be totally responsible for finding your replacement? You are likely to know the potential of the group better than anyone else as well as be familiar with the skills needed.

Define the position

Having a written job description is crucial for your successor, even if you didn't have one and 'did just fine thank you'. Write down all the tasks you do. This can be a general list that needn't include every stamp you lick or letter you type.

A part of this list is not only what kind of time is involved, but should reflect the timing. For example, monthly two-hour conference calls/meeting are involved, you produce an annual report in April which takes eight hours to compile, and you spend about an hour a month on the phone and two hours on email with people.

What are the skills needed for this assignment? Be easy on this one but realistic. You don't want to scare people away, but they should know that as Treasurer you want them to use the QuickBooks that are being used presently.

Include a summary of the job and its purpose in the description.

Are you doing too much?

Now that you have the job description, ask yourself are there tasks that could be broken out of the position to create another opportunity? A piece of what you do might be just the way to start someone else, such as arranging annual security clearances for the outside facilitators or keeping the inside-

the-prison workshop kit stocked.

So often we take on more than is necessary and when want to move on we have created a job that is unwieldy for someone else, so when you have a chance to look closely at what you do it helps to determine what someone in the position *needs* to do and what can be handed off without affecting the effectiveness of person. Do you need to take care of every detail of the prison kit in order to facilitate a workshop? Do you need to bring the cookies for the council meeting as well as facilitate the meeting? Do you need to register workshop attendees and arrange food as well as facilitate the workshop?

Even a prisoner-run group's elected officers might find they have broader support from the yard if more people are involved in the details of something as simple as setting up chairs or preparing a room for a workshop.

Make a list of possible people

Now that you and your group have a pretty clear idea of what you need, begin making a list of who might be good for this and where you might find someone. Usually it is someone within the committee, but not necessarily. The new Treasurer for AVP/USA Gary Wolff was a facilitator but not involved elsewhere in the national committees.

Be open to all possibilities. Newly released facilitators are likely to have skills but would like you to have the patience for them to be apprenticed a bit in the position or need time to get settled in their outside world first.

Don't limit yourself to facilitators as the only people who can take on a significant role in AVP. Consider asking Basic workshop grads to take on organizing the next workshop. Cheryl Sutton did this in Iowa and several became a steering committee for a year focusing particularly on the next workshop recruitment and organization of food etc. Why do we think only facilitators can help out?

Involving people on your list on your committee may be the best start.

Don't assume

One of the worst mistakes is to assume that someone can't

Share your ideas for the next *Transformer*?

What has worked for you in:
Cultivating your replacement

Keeping your council vibrant
(How do you keep volunteers involved and enjoying the non-facilitation tasks?)

Dealing with challenges or
challenging people as a group.
Delegating, really letting go
without dumping the job on
someone else.

The *Transformer*, Winter issue 2011, will explore *Replacing Yourself* in more detail; send your ideas NOW to avppat@gmail.com or P.O.Box 3294, Santa Barbara, CA 93130. Deadline. November 22.

take on something because they don't have time or their partner is ill or, or, or. We know so little about people's lives that to make the judgment that they will be unable to fit something else into theirs or that they can't say no is pure unadulterated arrogance on our part. Maybe they want to get rid of something they are already doing to spend more time supporting AVP. Or quite possibly the adage of "if you want something done, find a busy person" is accurate. Could it be that being asked is just what the potential committee chair needed to get through a difficult time and that he/she could take it on next year? (I actually have had prisoners tell me they couldn't take something on now, but could in six months.) We never know what is in another's mind and heart until we ask.

Ask

If you don't ask, you don't have a clue about whether a person is interested. How does "the ask" work? Asking someone to take over a position shows up in many forms. From making an appointment for lunch and sharing the situation to a casual "would you be interested" will work. However, unless you ask someone you are unlikely to get them to volunteer.

Asking your selected individual to take on a particular role is far more successful than a broad email or newsletter request.

Of course, AVP has this "volunteer yourself only" agreement. However when you explain what a post involves and what skills you think this individual brings and ask personally rather than volunteer the person publicly, more dialogue is likely to happen and more doors are opened.

"No" is OK

In all reality, "no" is more than OK, it let's you know where the person is coming from and saves you and the group from guessing. In the process of asking you might find that they would rather undertake some other job. Or you might learn they are planning on leaving



Continued on page 10

How do you...

Let's Talk a Little Bit about Naming...

When I started putting together this newsletter a couple of years ago, I spoke to several men and women who had been in prison, asking what term they preferred to describe what they were when they were in prison. Some preferred the term "incarcerated;" more preferred "prisoner." So, I have more often than not used that term in the newsletter but sometimes will mix and match terms for journalistic variety. Still others disliked the term "inmate" as the DOC definition of them which they felt was used to gloss over the other more accurate terms indicated above.

During the 80s, the terms "disabled" and "handicapped" were discussed extensively when the American with Disabilities Act was passed. A person with a disability or other handicap is still a person leading to the terminology "people who are disabled." I liked that because it started with the humanness of the individual rather than what had happened to them or what they looked like.

When reviewing submissions to the *Transformer* and the evaluations from the conference, this issue of humanness raised its head again; this time, that of people who had been in prison. When we call people ex-felons, the formerly incarcerated, previously incarcerated people, ex-inmates, ex-con, parolee; do we take away our personhood?

Of course, what people have done in their lives or how they look does affect who they might be now, but is it fair to define them by only these characteristics?

First of all, shall we start with "person who was in prison?"

We run up against other naming issues when we define one another by terms such as black, white, hispanic, asian, fag or even "mixed" (or the more "PC" African American, European American, Hispanic American, Asian American, Pacific Islander, Jewish American, Christian American, Muslim American, homosexual). All of these are too easy, especially when not paying attention to the *individual*. And yet, we cannot escape who we are in this society, can we...?

Why not describe someone with mocha skin or red hair or tattoos on the fingers, blue eyes, deep chocolate skin, tall, pink cheeks, long hair, bald, cute, bearded, with a deep voice or an accent, in college, basketball player? Then facts, feelings and values come in to deepen the pastels and brighten the whole picture, don't they? Might we start with who we are, not how others profile us? A person who ...

Let's hear from you on this...

Playful Pat, the person who coordinates the Transformer

"handicapped" "inmate"
 "prisoner."
 "offender"
 "felon"
 "disabled" "incarcerated"

My Life...

I was beat by the hand of a man
 I no longer could understand
 who left me in total fear
 but with the thought that some day he'd hold me dear
 and his mind would clear
 he wouldn't take another drink of the devil's poison
 he'd be strong and fight and love me right
 but that didn't happen
 he soon tried to take my life
 not once but twice
 he grabbed a knife
 but I didn't die
 I survived
 I found snow white to ride by myself
 she helped me through my pain
 and slowly drove me insane
 and left me in total shame
 having to say my best friend's name is cocaine

*Poem by a woman incarcerated at Hennepin County Workhouse
 July 8-10, 2011 Basic AVP Workshop*



Continued from page 9

How do you...

the group. The foreknowledge gives you a chance to prepare for this loss. It also might give you a chance to prevent this loss by inquiring about the reasons for wanting to leave. When this happened one time, the person leaving shared with me a serious problem with another facilitator that we didn't know, but could use AVP skills to remedy.

T'aint easy

Nowhere in this article is it indicated that finding one's successor is simple or easy. This is a start, but start you must. You will have false starts. All too commonly, a very interested possibility joins the committee or decides to co-chair with you and then has to move out of town, gets ill or loses a family member. People have lives outside of AVP that need living too. So you start again...

WAKE-UP CALL

How many times must you run into a concrete wall?
 Giving the system the power to make another judgment call.
 My (young) Brothers and Sisters,
 It's time to wake up or be locked up.
 Its time to get real before it's too late and you find yourself, too,
 living behind these concrete walls and steel gates.
 Negative thinking wants you to stay banged out and in a state of depression
 to keep you blind to the fact that you can make progression.
 It's time to straighten up and do what's right and accept that growing pains
 are a part of life.
 If you don't stop and take a good look and think outside of the box and
 allow your mind to be unblocked to the fact that you no longer have to disobey,
 rob, steal, kill, get high or carry a Glock to keep it real.
 It's very important that you educate yourself and formulate a plan so, in the future,
 you and your children can stand and be productive in our God-given land.
 The choices that you make are all up to you.
 There are negative or positive results in everything that you do.
 Remember, it's your call. Wake up--before it's too late!!
 G. S. Woods, California Men's Colony-West, CA

Exercise: Who Could Be Here?

This exercise was part of a 2011 AVP USA Conference workshop on "Organizing a Community Workshop: Finding Participants and Keeping Them"

Purpose: To give community facilitators or workshop recruiters a chance to look more closely at their attitudes, approaches and skills for finding people who might take an AVP workshop in the community.

Time: 45-60 minutes

Materials: 3x5 cards, pencils. Read the **bold** wording.

Sequence: Pass out 3x5 card and pencil to each person. Short introduction:

"When we think about finding people to take workshops, sometimes we limit ourselves to the people who are familiar and safe to us. Wouldn't the workshop be more interesting if we began to reach out beyond that limitation to invite others? Often, we know a broader group of people but don't remember to consider them part of AVP."

Visualization: (... dots represent pauses)

Let's start with a visualization. Please close your eyes and relax... take several deep breaths.... (breathe yourself)

Think of the variety of people in your community--racially..... culturally..... socioeconomically..... faith-wise..... educationally..... geographically..... age-wise (youth, older)..... physically challenged..... professionals..... administrators..... unemployed..... gang members..... (long pause)

Imagine you are sitting in a workshop filled with people you would like to see in the workshop. Who is there?

Look around the circle..... (long pause)

Writing:

Now, open your eyes and list on your card who was there that you want to be at your next workshop.

Second visualization:

Of these people you have listed, whom would you have the most difficulty speaking to about AVP? What is this person like? What do you know about this individual? What are the fears and interests of this person?..... Slip into being this person--what does it feel like?

Circulating:

Now open your eyes and move around the room as this person, looking at others, interacting, being this person. Sit down now....., Close your eyes... and return to yourself. Open your eyes when you are you again.

Role play:

Find a partner who might be like this person or who might know this person..... Sit with that person. Decide which person will be the AVP recruiter and who will be the invitee. Will the first AVPer give a quick overview of the situation and which person's role they will be playing. The idea is to experience what it is like to be the person you want to tell about AVP. After you have had a chance to make your pitch, stop and discuss what happened for each of you. Both of you will have a chance to experience your visualized person. Change when you are ready..... you each will have 10 minutes for your pitch.

Facilitator will circulate to see if they have exchanged, have questions or need redirection. After everyone has a chance to "be" their selected person, return to the whole circle.

Process:

What did you learn from this?



AVP

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